

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Internal Complaint Activity
National Cemetery Administration

29 CFR §1614.704(a) - (c)	29 CFR §1614.705 Comparative Data					
Complaint Activity	Previous Fiscal Year Data					2013
	2008	2009	2010	2011	2012	
Number of Complaints Filed in FY 1614.704(a)	19	13	23	21	27	17
Number of Complainants 1614.704(b)	17	13	22	19	19	16
Repeat Filers 1614.704(c)	1	0	1	2	3	1

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					
Complaints by Basis	Previous Fiscal Year Data					2013
	2008	2009	2010	2011	2012	
Race	13	10	13	8	16	11
Color	0	0	0	1	1	0
Religion	0	0	0	0	0	0
Reprisal	8	9	12	9	8	9
Sex	9	2	7	6	4	3
National Origin	0	0	1	1	1	2
Equal Pay Act	0	0	0	0	0	0
Age	5	4	4	3	9	2
Disability	8	3	7	6	12	5
Other	0	0	0	0	0	0
Non-EEO						

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29 CFR §1614.704(e)	29 CFR §1614.705 Comparative Data					
Complaints by Issue	Previous Fiscal Year Data					2013
	2008	2009	2010	2011	2012	
Appointment/Hire	0	0	1	0	10	1
Assignment of Duties	3	1	1	1	0	2
Awards	1	0	0	0	1	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action	3	3	5	6	4	3
Demotion	0	0	1	0	1	1
Reprimand	1	0	2	0	0	1
Suspension	2	2	0	4	3	1
Removal	0	0	0	1	0	0
Other	0	1	2	1	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	1	0	1	0	0	1
Examination/Test	0	0	0	0	0	0
Harassment	9	3	12	10	7	6
Non-Sexual	8	3	12	9	7	6
Sexual	1	0	0	1	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	1	0	1
Promotion/Non-Selection	2	6	2	3	2	5
Reassignment	1	0	0	0	0	0
Denied						
Directed						
Reasonable Accommodation	0	1	0	1	0	1
Reinstatement	0	0	0	0	0	0
Retirement	0	0	1	1	0	0
Termination	6	2	2	2	0	1
Terms/Conditions of Employment	1	0	1	0	0	0
Time and Attendance	1	2	2	0	4	2
Training	0	1	0	0	0	0
Other	2	0	3	0	0	0

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29 CFR §1614.704(f)													
Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year..."		Previous Fiscal Year Data										Num.	Ave. Days
		Number	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	2013	
		2008		2009		2010		2011		2012			
All complaints pending in Investigative Stage	1614.704	3	117.7	3	90.6	1	127.8	3	107.0	6	87.2	12	178.0
All complaints pending in Final Agency Action Stage	(f) (1)	3	251.3	1	717	5	326.2	3	618.3	4	656.3	2	331.5
All complaints pending in which Hearing was not requested	1614.704												
	(f) (2)	2	223	1	717	5	326.2	2	627.5	4	656.3	2	331.5
Time in Investigation Stage		2	169	1	210	5	156.8	2	157.0	4	154.8	2	116.0
Time to issue Final Agency Action		2	54	7	32	2	*108	5	*120	4	*208	6	87.2
All complaints pending in which a Hearing was requested	1614.704												
	(f) (3)	7	228	5	262	9	406.0	12	473.3	8	501.5	14	498.6
Time in Investigation Stage		7	222.9	5	158	9	159.2	12	167.3	8	165.9	14	186.9
Time to issue Final Agency Action		7	6	4	18	2	20	2	26	5	16	1	4
*This figure includes the average delay in getting the file to the Department's adjudication office (OEDCA) in VA's Central Office of 11 days; said delay computed from start of Final Action Stage (see Sec. 1614.702(g)) to receipt of investigative file in OEDCA. Actual processing time in OEDCA was 76 days.													

29 CFR §1614.704(g)	29 CFR §1614.705 Comparative Data					
Complaints Dismissed by Agency Pursuant to 1614.107(a)	Previous Fiscal Year Data					2013
	2008	2009	2010	2011	2012	
Total Complaints Dismissed by Agency	1	0	5	8	4	4
Average days pending prior to dismissal	43	0	41.4	36.63	41	45.25

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					
Complaints Withdrawn by Complainants	Previous Fiscal Year Data					2013
	2008	2009	2010	2011	2012	
Total Complaints Withdrawn by Complainants	2	1	1	0	2	1

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29 CFR §1614.704(i)	29 CFR §1614.705 Comparative Data										2013	
Total Final Agency Actions Finding Discrimination	Previous Fiscal Year Data											
	2008		2009		2010		2011		2012			
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings 704(i)(1)	0		0		0		0	0%	0	0%	0	0%
Without Hearing 704(i)(2)	0		0									
With Hearing 704(i)(3)	0		0									

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29 CFR §1614.704(l)	29 CFR §1614.705 Comparative Data					2013
Complaints Pending From Previous Fiscal Years by Status	Previous Fiscal Year Data					
	2008	2009	2010	2011	2012	
Total complaints from previous Fiscal Years 704(l)(1)	3	1	7	7	8	15
Total Complainants 704(l)(2)	3	1	7	7	8	11
Investigation	0	0	0	0	0	1
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	3	0	6	5	6	13
Final Agency Action	0	1	1	2	2	1
Appeal with EEOC Office of Federal Operations	NA	0	0	0	0	0

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data					
Complaint Investigations	Previous Fiscal Year Data					2013
	2008	2009	2010	2011	2012	
Number Pending Completion of Investigation	3	3	4	3	6	12
Pending Investigations Over Required Time Frames	0	0	0	0	0	2